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AUTHOR Dilworth, B. P.
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ABSTRACT

A two-day leadership training conference sponsored by the Alabama Division of Vocational Education and Community Colleges was conducted for selected members of Alabama's vocational student organizations. Six student organizations were represented at the conference with 120 participants in attendance. The conference was designed to improve the leadership abilities of the students by intensive guidance and instruction in the development of leadership skills. The students attending the conference in turn provided instruction in these same skills to other students in the student organizations. A conference evaluation instrument, tabulated responses, and a list of conference participants is appended. (VA)

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FINAL REPORT
Project Number RCU-D-75-005

Joint Leadership Training Conference for Selected Students and Advisors Alabama's Vocational Student Organizations

(VT-102-178)

EXEMPLARY PROJECT IN VOCATIONAL EDUCATION
Conducted Under
Part D of Public Law 90-576

CE005352

B. P. Dilworth
Division of Vocational Education and Community Colleges
Alabama State Department of Education
Montgomery, Alabama 36130

1974

ABSTRACT

PROJECT TITLE: Joint Leadership Training Conference for Selected Students and Advisors of Alabama's Vocational Student Organizations

PROJECT DIRECTOR: B.P. Dilworth, Branch Director
Program Supervision Branch

PROJECT DURATION: May 1, 1974 through September 30, 1974

The Division of Vocational Education and Community Colleges sponsored a Joint Leadership Training Conference for selected members of Alabama's vocational student organizations. There were 120 participants in the conference, representing six vocational student organizations. The main purpose of the conference was to provide selected students with intensive guidance and instruction in the development of leadership skills. These students in turn provided instruction in these same skills to other students in the student organizations.

PART I

I. INTRODUCTION

Much is being written and said about our youth of today. While there are many excellent student attitudes and actions noted, there are, of course, many improvements needed. The youth of today are faced with demanding decisions, many of which must be made early in their lives, if they are to be prepared to meet the social, as well as economical challenges, which will face each and every one of them. A major decision in everyone's life is the selection of a career. To realistically select a career, it is necessary to obtain certain employability skills. Enrollment in a vocational education program and active membership in a youth organization can help provide some of these skills.

Our youth in Alabama, who have chosen to enroll in one of the vocational education programs offered in the secondary schools throughout the State, have a distinct advantage over many of their peers in secondary schools. The fact that they know what they want to do for a life career, believe that work is honorable and respectable, and have started to develop their leadership and personal traits through membership in one of the six vocational youth organizations and through classroom and/or on-the-job training, indicates that they are heading in the right direction.

It seemed appropriate to further develop in selected students of each of the six vocational youth organizations in Alabama, Distributive Education Clubs of America (DECA), Vocational Industrial Clubs of America (VICA), FFA, Future Homemakers of America (FHA), Future Business Leaders of America (FBLA), and Health Occupations Education (HOE), those desirable personal attitudes and qualities that are important to their personal development. A Joint Leadership Training Conference (JLTC), designed to improve their leadership abilities, to foster an understanding of common goals and purposes between the organizations, and to develop employability skills seemed to be an appropriate way to effectively develop these skills and attitudes.

Total membership in the six vocational youth organizations was approximately 58,590. FFA and FHA were the largest organizations with 26,500 and 20,640 members respectively. VICA had 4,300 members while FBLA had 3,700 members. The DECA organization had 2,800 active members. Health Occupations Education was the newest organization and their 1973-74 membership was projected to be 650.

II. OBJECTIVES

The main purpose of the JLTC was to provide selected students of DECA, FBLA, FFA, FHA, HOE, and VICA, Alabama's Vocational Student Organizations, with intensive guidance and instruction in the development of leadership skills. These students will then be utilized in providing instruction in these same skills to other students in Alabama's Vocational Student Organizations. They will also serve as key personnel to promote vocational education throughout Alabama. The conference was also designed to foster an understanding of common goals and purposes among the organizations.

The three specific objectives at which the conference was aimed were:

1. To develop positive attitudes toward leadership responsibilities;
2. To improve the employability and leadership skills of all participating students in each of the six vocational student organizations; and
3. To develop a mutual understanding of all vocational student organizations.

III. PROCEDURES

Each of the six vocational youth organizations selected fifteen (15) students and five (5) adult advisors to attend the two day JLTC. The State Officers of each organization were included and the remainder of the students were selected using one or more of the following criteria for selection:

1. Has shown an interest in the activities of the local, state, or national youth organization
2. Has demonstrated leadership abilities as verified by their teacher-coordinator
3. Has demonstrated leadership abilities as shown through their participation in competitive activities in their respective youth organization
4. Has the potential for future leadership responsibilities.

The five adult advisors were selected by the State Supervisor of each vocational area, with the advisor of the State president of each youth organization given first priority.

The student participants were invited to attend the JLTC and were actively involved in large and small group discussions centered around the following major topics:

1. Parliamentary procedure
2. Public Speaking and communications
3. Pubilicity and public relations
4. Group dynamics and group motivation

As a result of participating in the JLTC, the students in each service area served as key persons in carrying out the activities for each vocational youth organization. These activities include, but not limited to, the following areas:

1. Assuming active leadership roles in local, state, and national activities of each respective youth organization
2. To plan and conduct Local and State Officer Training Conferences
3. Assist in planning and conducting District and State Leadership Conferences
4. To promote vocational education in local communities and throughout Alabama

The State President and the State Advisor of each vocational student organization were invited to attend a pre-conference planning session during May 1974. The purpose of this meeting was to finalize plans for the conference. The same group of people attended a post-planning session held on the last day of the conference.

IV. EVALUATION

Evaluation of the JLTC was conducted by the staff of the Research Coordinating Unit, Division of Vocational-Technical Education. A completed evaluation report was provided to members of the State Staff in each vocational service area and all participants in the conference. An additional 300 copies were made available for interested persons. This evaluation is included as Part II of this final report.

PART II

EVALUATION

JOINT LEADERSHIP TRAINING CONFERENCE
for
SELECTED STUDENTS AND ADVISORS
of
ALABAMA'S VOCATIONAL STUDENT ORGANIZATIONS

The Division of Vocational Education and Community Colleges sponsored a Joint Leadership Training Conference for selected members of Alabama's vocational student organizations at Montevallo University, on July 30, 31, and August 1, 1974. There were 120 participants in the conference, representing six vocational student organizations.

The main purpose of the Joint Leadership Training Conference was to provide selected students with intensive guidance and instruction in the development of leadership skills. The intent was that these selected students would provide instruction in these same skills to other students in the student organizations. The selected students were to serve also as key personnel to promote vocational education throughout Alabama. The conference was also designed to foster an understanding of common goals and purposes among the organizations.

The evaluation was aimed at the three specific objectives of the conference:

1. To develop positive attitudes toward leadership responsibilities;

2. To improve the employability and leadership skills of all participating students in each of the six vocational student organizations; and

3. To develop a mutual understanding of all vocational student organizations.

Each of the six vocational student organizations selected fifteen students and five adult advisors to attend the conference. The state officers of each organization were included in this number. Criteria for selecting students were established. Students were selected who:

1. Had shown an interest in the activities of the local, state, or national student organization;

2. Had demonstrated leadership abilities (verified by their teacher-coordinator);

3. Had demonstrated leadership abilities as shown through participation in competitive activities in their respective student organization; and

4. Had the potential for future leadership responsibilities.

The five adult advisors were selected by the state supervisor of each vocational area, with the advisor of the state president of each student organization given first priority.

The conference participants were requested to complete a questionnaire at the beginning of the conference and another at the close of the conference. The pre-conference instrument is shown as Appendix A and the post-conference instrument as Appendix B. Tables 1, 2, and 3 reflect the comparison of the areas examined in both instruments.

Table 1 shows the pre-conference and post-conference responses as to the degree of knowledge of the student organizations. The participants were asked to respond as to whether they were very knowledgeable, knowledgeable, had little knowledge, or had no knowledge of each organization. In the analysis of data "very knowledgeable" and "knowledgeable" were combined to reflect the percentages shown in Table 1.

TABLE 1

Statement: Please indicate your knowledge of the organization listed

PERCENTAGE OF RESPONDENTS IN EACH STUDENT ORGANIZATION INDICATING THEY WERE KNOWLEDGEABLE* OF SELECTED STUDENT ORGANIZATIONS, PRE AND POST CONFERENCE RESPONSES.

Knowledge of	Organization in Which Respondent was a Member											
	DECA		VICA		FFA		FHA		FBLA		HOE	
	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post
DECA	89	100	53	83	21	72	0	44	47	76	21	30
VICA	44	90	95	100	36	81	27	55	0	86	21	54
FFA	33	96	36	89	100	100	87	100	64	96	29	69
FHA	44	81	30	56	100	96	100	100	50	76	71	70
FBLA	44	71	37	72	28	81	25	66	100	100	14	23
HOE	6	15	0	39	0	53	12	22	14	33	86	100

*"Very knowledgeable" and "knowledgeable" responses were grouped together to reflect the percentages shown.

Generally speaking, Table 1 shows that before the conference less than 50 percent of the participants were knowledgeable about any of the student organizations other than the one in which they were a member. There were some exceptions, however, which should be pointed out. FFA and FHA members were somewhat more knowledgeable of each other's organization than of the other organizations. This was probably due to the age and the association of these organizations in the past. Other exceptions were: 71 percent of HOE members indicated they were knowledgeable of FHA; 64 percent of FBLA members indicated knowledge of FFA; and 53 percent of VICA members indicated a knowledge of DECA. Participants indicated they knew less about Health Occupations Education (HOE) than any other organization. This is probably due to the brief time this organization has been in existance.

The encouraging point in Table 1 is the increase shown in the post-conference responses. All participants indicated a marked increase of not only other organizations, but of their own organization as well. This speaks well for the activities of the conference. There is still room for improvement especially in Health Occupations Education. Some of the suggestions made by the participants are covered later in the evaluation and will be helpful in this area.

Table 2 reflects the pre and post-conference responses as to the individual's confidence in the performance of activities which involved parliamentary procedure, public speaking, public relations, group motivation, leadership, or committee work.

TABLE 2

Statement: Please indicate how confident you would feel if you were performing in the following areas.

PERCENTAGE OF RESPONDENTS IN EACH STUDENT ORGANIZATION INDICATING THEY WERE CONFIDENT* WHEN PERFORMING IN SELECTED AREAS, PRE AND POST CONFERENCE RESPONSES.

Area of Performance	Organization in Which Respondent was a Member													
	DECA		VICA		FFA		FHA		FBLA		HOE		TOTAL	
	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post
Parliamentary Procedure	45	53	68	68	72	86	44	82	27	77	38	62	50	73
Public Speaking	62	91	72	85	94	100	63	77	40	86	50	77	64	88
Public Relations	84	91	50	90	89	96	69	71	54	85	71	100	69	90
Motivating a Group	61	90	50	72	78	85	51	65	53	81	50	85	57	81
Leadership	89	100	69	100	94	100	76	100	74	100	79	92	80	100
Committee	94	100	67	100	83	96	88	93	93	100	71	92	82	99

*"Very confident" and "confident" responses were grouped together to reflect the percentages shown.

The percentages reflected in Table 2 are a combination of "very confident" and "confident" responses. In looking at Table 2 one must keep in mind the selection criteria for the participants. The participants were already strong in the areas listed in Table 2, as reflected by the pre-conference responses. However, with one exception (VICA-Parliamentary Procedure), the percentages reflect a greater confidence in the post-conference response than pre-conference. Overall percentages also reflect an increase in confidence level.

The participants in the conference were also asked how important they felt leadership abilities would be in their future job. Table 3 shows the percentage responses by organization for both pre and post-conference.

TABLE 3

Statement: Please indicate how important you feel leadership abilities will be in your future job.

IMPORTANCE OF LEADERSHIP ABILITIES AS RATED BY CONFERENCE PARTICIPANTS.

Degree of Importance	Percentage of Respondents - Pre and Post Conference Responses													
	DECA		VICA		FFA		FHA		FBLA		HOE		TOTAL	
	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post
Very Important	88	100	95	95	83	95	67	83	62	76	90	100	82	93
Important	12	0	6	5	17	5	20	17	38	14	10	0	16	7
Of Little Importance	0	0	0	0	0	0	13	0	0	0	0	0	2	0
No Importance	0	0	0	0	0	0	0	0	0	0	0	0	0	0

In looking at Table 3 one again must consider the type of personnel participating in the conference. A very large percentage already realized the importance of leadership in their future job. Apparently the conference instilled in them a greater awareness of this importance. This is reflected in the larger percentage of responses on the post-conference instrument indicating leadership is very important. This generalization is confirmed by the 96 percent yes response to the question, "Did this conference give you insight in the use of leadership abilities in your job?"

Table 4 gives an overall group evaluation of the specific activities of the conference.

TABLE 4

Statement: Please rate each of the following features and activities as to their effectiveness.

EFFECTIVENESS OF SPECIFIC CONFERENCE ACTIVITIES AS RATED BY CONFERENCE PARTICIPANTS.

Session	Degree of Effectiveness									
	Excellent		Good		Fair		Poor		No Response	
	No.	%	No.	%	No.	%	No.	%	No.	%
Opening Session	59	53	45	41	5	5	0	0	2	2
Group Orientation	42	38	60	54	6	5	0	0	3	3
Radio Publicity	25	23	60	64	19	17	4	4	3	3
Newspaper Publicity	51	46	44	40	5	5	1	1	10	9
Total Public Relations Program	30	27	53	48	12	11	4	4	12	11
Pam Powell's Presentation	66	59	37	33	7	6	1	1	0	0
Slide Presentation on Alabama	92	83	9	8	3	3	0	0	7	6
Parliamentary Procedure	29	26	56	50	20	18	3	3	3	3
Public Speaking	66	59	35	32	6	5	0	0	4	4
Leadership Development	73	66	29	26	7	6	0	0	2	2
Drug Abuse and the Teenager	48	43	43	39	13	12	5	5	2	2
Group Motivation	97	87	10	9	3	3	1	1	0	0
Group Planning Meetings	51	46	48	43	3	3	0	0	9	8
Closing Session	35	32	36	32	4	4	1	1	35	32
OVERALL EFFECTIVENESS	72	65	33	30	1	1	0	0	5	5

Questions number 6 and 7 of the post-conference questionnaire will be discussed in connection with the data presented in Table 4.
Question 6 was, "Which were the two highlights of the conference for you?"
Question 7 was, "Which were the least useful events, activities, or presentations for you?"

The top rating for any activity at the conference was the group motivation seminar. Eighty-seven percent of the participants rated it as excellent. It was also the most frequently listed highlight. No one mentioned it as least useful.

The second in rating was the slide presentation on Alabama. However, it was not frequently mentioned as a highlight of the conference. The second most frequently mentioned highlight was the leadership workshop. It was ranked third in the evaluation.

The poorest ratings were received by: radio publicity - 21 percent fair or poor; parliamentary procedure - 21 percent fair or poor; and drug abuse - 17 percent fair or poor. These activities were also mentioned most frequently as least useful. The drug abuse workshop ranked tops in the least useful category. One comment in addition to the evaluation was that "the drug abuse film was outdated".

Ninety-five percent of the participants rated the overall effectiveness of the conference as either good or excellent. The comments made by participants in response to the discussion questions reflected this type of attitude toward the conference.

Participants were also asked to name activities or presentations which they would like to see included in next year's conference. The overwhelming majority listed the motivation seminar. Several also listed the leadership workshop and some listed the parliamentary procedure workshop. Several respondents who listed the parliamentary procedure workshop added comments which indicated that they felt a need for it but wanted to see the program improved. One individual stated that he would like to see more information about the different clubs included.

The following is a listing of comments to the question, "What activities, speakers, areas of interest, would you like to see added to next year's conference?"

1. Have industry representatives present to present panel on "How VICA Helps Industry".
2. Governmental official from State Capital. (Some mentioned the Governor specifically and a few mentioned the Lt. Governor.)
3. A dance or some other social activity.
4. A good film on leadership.
5. More emphasis on Health Occupations Education.
6. A better program of parliamentary procedure.
7. Speakers from each organization to tell about their programs.
8. More discussion on drugs and capital punishment and how they relate to use as young Americans.
9. Mr. Payne of Bessemer Tech.
10. Civic activities and participation.

Most of the conference participants felt that chapter presidents and newly elected officers should be involved in future conferences of this nature. One individual suggested a national officer from each organization should be present, along with past and present state officers. Another individual commented that, "State officers and selected students should be included if OTC (Officer Training Conference) is held; state and local officers should be included if OTC is not held." The general consensus was that more local people should be included if the conference was made large enough. A consideration here, however, should be that, with a larger group, the interaction, which most of the participants saw as necessary, might be weakened.

When asked how they would rearrange or change the conference, several mentioned the inclusion of a social event and later curfew. One participant said that he would like to see a session to really mix up groups in order to help students to meet individually from groups other than his own.

The questions pertaining to the implementation of the information gained at the conference were asked in hopes that specific ideas would be presented which could be shared with all vocational areas through this evaluation report. There were not many specific ideas presented, however. Most of them dealt in generalities. The majority of the ideas pertained to sharing this information with local chapter members. Several mentioned conducting a local leadership conference. One participant from VICA indicated he could assume an active leadership role by organizing a new post-secondary chapter. Others indicated that they were going to assume a more active role in their chapter activities and apply the knowledge gained at the conference.

The following is a list of comments by participants on promoting vocational education in the community:

1. Make use of what we learned in the public relations areas of the conference.
2. Get people involved.
3. Organize local workshops involving leaders in the community.
4. Relate to the community what the chapter is doing.
5. Have street banner for DECA week.
6. Make posters and short radio speeches.
7. Speak to groups.
8. Promote through presentations to PTA.
9. Local officers speak to civic clubs.

10. By setting up a booth in front of stores and have a representative from each organization.

11. Have good-will tours.

In summary, the participants saw that in promoting vocational education the need exists to keep the community informed as to what is happening in the chapter and getting the people of the community involved. Public relations received the big emphasis from all who responded to this question.

As mentioned, Table 4 provides an overall group evaluation of the conference. Evaluations by each student organization may be found in Appendix C. This should be helpful to each advisor in comparing the responses of his organization with those of the overall group as well as with other organizations.

RECOMMENDATIONS

1. At the beginning of the conference, less than 50 percent of the participants were knowledgeable about youth organizations other than the one which they were a member. This points to a need for better communications of aims and purposes among the youth organizations. The interaction of leaders from the various organizations at conferences of this nature is helpful. Also, increased cooperative efforts to support vocational education at the local level would lead to a greater understanding of the organizations.

2. Since Health Occupations Education was the least well-known of the youth organizations, special emphasis should be placed on publicity to communicate its aims and purposes to the other vocational areas.

3. Since the workshop at this year's conference increased the level of confidence in the performance of activities involving parliamentary procedure, public speaking, public relations, group motivation, leadership and committee work, these type of workshops should be included in future conferences. Comments made by the participants should be taken into consideration in organizing these workshops. A close look at the group motivation workshop and leadership workshop might reveal some "plus" ideas since they were rated so highly by the participants.

4. Overall, the participants were well pleased, as indicated by the ratings of the conference. The objectives were accomplished as stated. With minor revisions, this conference should be continued if funds are available.

5. Post-conference interaction leading to implementation of new ideas is often prompted as a result of such conferences. Appendix D provides a list of participants and consultants in the conference which might be helpful to those who wish to share their ideas.

APPENDIX A

Research and Evaluation Section
Vocational Education and Community Colleges
State Department of Education
Montgomery

Youth Organization Which You Represent

JOINT LEADERSHIP TRAINING CONFERENCE
July 30 - August 1, 1974
University of Montevallo

1. Please indicate your knowledge at the present time of each of the organizations listed by circling the corrent response.

	Very Knowledgeable	Knowledgeable	Little Knowledge	No Knowledge
a. DECA- Distributive Education Clubs of America	1	2	3	4
b. VICA- Vocational Industrial Clubs of America	1	2	3	4
c. FFA- Future Farmers of America	1	2	3	4
d. FHA- Future Homemakers of America	1	2	3	4
e. FBLA- Future Business Leaders of America	1	2	3	4
f. HOE- Health Occupations Education	1	2	3	4

2. Please indicate how confident you would feel if you were performing in the following areas. Circle the appropriate number.

	Very Confident	Confident	Inadequate	Very Inadequate
a. Parliamentary Procedure	1	2	3	4
b. Public Speaking and Communications	1	2	3	4
c. Publicity and Public Relations	1	2	3	4
d. Motivating a Group	1	2	3	4
e. Serving in a Leadership Role	1	2	3	4
f. Committee Work	1	2	3	4

3. Please indicate how important you feel leadership abilities will be in your future job? Circle your response.

a.Very Important b.Important c.Of Little Importance d.No Importance

APPENDIX B

Research and Evaluation Section
Vocational Education and Community Colleges
State Department of Education
Montgomery, Alabama

Youth Organization Which You Represent

JOINT LEADERSHIP TRAINING CONFERENCE
July 30 - August 1, 1974
University of Montevallo

CONFERENCE EVALUATION

1. Please rate each of the following features, activities or presentations at this year's conference as to their effectiveness. Draw a circle around the correct response.

	Excellent	Good	Fair	Poor
a. Opening Session	1	2	3	4
b. Group Orientation Meetings	1	2	3	4
c. Panel Presentation on Publicity and Public Relations				
1. Radio Publicity	1	2	3	4
2. Newspaper Publicity	1	2	3	4
3. The Total Public Relations Program	1	2	3	4
d. The Bicentennial Celebration - General Session				
1. Pam Powell's Presentation	1	2	3	4
2. Slide Presentation on Alabama	1	2	3	4
e. Parliamentary Procedure Workshop	1	2	3	4
f. Public Speaking Workshop	1	2	3	4
g. Leadership Development Workshop	1	2	3	4
h. Drug Abuse and the Teenager Workshop	1	2	3	4
i. Group Motivation Seminar	1	2	3	4
j. Group Planning Meetings	1	2	3	4
k. Closing Session	1	2	3	4
l. Overall Effectiveness of the Conference	1	2	3	4
Answer only the one which applies to you:				
m. Workshop for Students Only	1	2	3	4
n. Workshop for Adults Only	1	2	3	4

2. Please indicate how confident you would feel if you were performing in the following areas. Circle the appropriate number.

	Very Confident	Confident	Inadequate	Very Inadequate
a. Parliamentary Procedure	1	2	3	4
b. Public Speaking and Communications	1	2	3	4
c. Publicity and Public Relations	1	2	3	4
d. Motivating a Group	1	2	3	4
e. Serving in a Leadership Role	1	2	3	4
f. Committee Work	1	2	3	4

3. Please indicate your knowledge of the organization listed by circling the correct response.

	Very Knowledgeable	Knowledgeable	Little Knowledge	No Knowledge
a. DECA- Distributive Education Clubs of America	1	2	3	4
b. VICA- Vocational Industrial Clubs of America	1	2	3	4
c. FFA- Future Farmers of America	1	2	3	4
d. FHA- Future Homemakers of America	1	2	3	4
e. FBLA- Future Business Leaders of America	1	2	3	4
f. HOE- Health Occupations Education	1	2	3	4

4. How important is leadership abilities in your future job? Circle your response.

a. Very important b. Important c. Of little importance d. No importance

5. Did this conference give you insight in the use of leadership abilities in your job?

Yes _____ No _____

6. Which were the two highlights of the conference for you?

7. Which were the <u>least useful</u> events, activities or presentations for you?

8. Which of the activities or presentations would you like to see <u>included again</u> in next year's conference?

9. What activities, speakers, areas of interest, would you like to see <u>added</u> to next year's conference?

10. What type of persons should be involved in future conferences? (Chapter presidents, newly elected officers, past officers, etc.?)

11. How would you arrange or structure the conference differently?

12. In the following areas indicate how you plan to implement the information gained at this conference. Be as specific as possible.

    A. Assuming Active Leadership Roles.

    B. Planning and Conducting Local and/or State Officer Training Conference or Leadership Conference.

    C. Promoting Vocational Education in your community.

APPENDIX C

PERCENT OF RESPONDENTS, BY ORGANIZATION, INDICATING EFFECTIVENESS OF SPECIFIC CONFERENCE ACTIVITIES

Session	DECA n=21 Degree of Effectiveness					VICA Degree of Ef		
	Excellent	Good	Fair	Poor	No Response	Excellent	Good	Fair
Opening Session	52	43	5	0		56	33	11
Group Orientation	43	52	5	0		56	28	17
Radio Publicity	14	67	19	0		33	39	22
Newspaper Publicity	29	67	5	0		67	27	0
Total Public Relations Program	10	81	5	5		33	47	13
Pam Powell's Presentation	57	29	14	0		61	22	17
Slide Presentation on Alabama	95	5	0	0		76	24	0
Parliamentary Procedure	19	67	[illegible]	10		18	65	18
Public Speaking	48	38	10	0	4	29	59	12
Leadership Development	76	24	0	0		59	35	6
Drug Abuse and the Teenager	52	29	10	10		41	47	12
Group Motivation	100	0	0	0		95	5	0
Group Planning Meetings	52	24	0	0	24	28	72	0
Closing Session	29	38	0	0	33	43	50	7
OVERALL EFFECTIVENESS	62	29	0	0	10	63	37	0

APPENDIX C

PERCENT OF RESPONDENTS, BY ORGANIZATION,
INDICATING EFFECTIVENESS OF SPECIFIC CONFERENCE ACTIVITIES

DECA n=21					VICA n=19				
Degree of Effectiveness					Degree of Effectiveness				
Excellent	Good	Fair	Poor	No Response	Excellent	Good	Fair	Poor	No Response
52	43	5	0		56	33	11	0	
43	52	5	0		56	28	17	0	
14	67	19	0		33	39	22	6	
29	67	5	0		67	27	0	7	
10	81	5	5		33	47	13	7	
57	29	14	0		61	22	17	0	
95	5	0	0		76	24	0	0	
19	67	5	10		18	65	18	0	
48	38	10	0	4	29	59	12	0	
76	24	0	0		59	35	6	0	
52	29	10	10		41	47	12	0	
100	0	0	0		95	5	0	0	
52	24	0	0	24	28	72	0	0	
29	38	0	0	33	43	50	7	0	
62	29	0	0	10	63	37	0	0	

Session	FBLA n=21 Degree of Effectiveness					HOE Degree of Ef		
	Excellent	Good	Fair	Poor	No Response	Excellent	Good	Fair
Opening Session	52	38	0	0	10	31	54	15
Group Orientation	24	62	0	0	14	31	62	8
Radio Publicity	24	57	5	0	14	23	31	31
Newspaper Publicity	43	48	0	0	10	46	31	23
Total Public Relations Program	24	48	10	0	19	31	31	31
Pam Powell's Presentation	67	24	5	0	5	38	62	0
Slide Presentation of Alabama	19	0	0	0	10	54	23	23
Parliamentary Procedure	19	57	14	0	10	31	23	38
Public Speaking	52	33	5	0	10	31	54	8
Leadership Development	71	14	5	0	10	46	38	15
Drug Abuse and the Teenager	24	52	14	0	10	62	15	8
Group Motivation	71	24	0	0	5	38	23	23
Group Planning Meetings	57	43	0	0	0	54	31	15
Closing Session	24	33	0	0	43	23	38	23
OVERALL EFFECTIVENESS	76	19	0	0	5	46	38	8

	FBLA n=21					HOE n=13				
	Degree of Effectiveness					Degree of Effectiveness				
	Excellent	Good	Fair	Poor	No Response	Excellent	Good	Fair	Poor	No Response
	52	38	0	0	10	31	54	15	0	
	24	62	0	0	14	31	62	8	0	
	24	57	5	0	14	23	31	31	15	
	43	48	0	0	10	46	31	23	0	
	24	48	10	0	19	31	31	31	8	
on	67	24	5	0	5	38	62	0	0	
	19	0	0	0	10	54	23	23	0	
	19	57	14	0	10	31	23	38	0	8
	52	33	5	0	10	31	54	8	0	8
	71	14	5	0	10	46	38	15	0	
	24	52	14	0	10	62	15	8	15	
	71	24	0	0	5	38	23	23	15	
	57	43	0	0	0	54	31	15	0	
	24	33	0	0	43	23	38	23	8	8
	76	19	0	0	5	46	38	8	0	8

Session	FFA n=21 Degree of Effectiveness					FHA Degree of E		
	Excellent	Good	Fair	Poor	No Response	Excellent	Good	Fa
Opening Session	57	43	0	0		64	35	0
Group Orientation	57	43	0	0		11	82	5
Radio Publicity	29	62	5	5		11	58	29
Newspaper Publicity	67	24	0	0		42	50	7
Total Public Relations Program	52	29	5	5		21	64	14
Pam Powell's Presentation	57	38	0	5		66	33	0
Slide Presentation on Alabama	86	5	0	0	10	100	0	0
Parliamentary Procedure	38	38	19	5		33	44	22
Public Speaking	95	5	0	0		88	11	0
Leadership Development	67	29	5	0		66	22	11
Drug Abuse and the Teenager	62	33	0	5		22	50	27
Group Motivation	95	5	0	0		100	0	0
Group Planning Meetings	62	38	0	0		23	69	7
Closing Session	57	29	0	0	14	50	50	0
OVERALL EFFECTIVENESS	62	29	0	0	10	70	29	0

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FFA n=21					FHA n=18				
Degree of Effectiveness					Degree of Effectiveness				
Excellent	Good	Fair	Poor	No Response	Excellent	Good	Fair	Poor	No Response
57	43	0	0		64	36	0	0	
57	43	0	0		11	82	5	0	
29	62	5	5		11	58	29	0	
67	24	0	0		42	50	7	0	
52	29	5	5		21	64	14	0	
57	38	0	5		66	33	0	0	
86	5	0	0	10	100	0	0	0	
38	38	19	5		33	44	22	0	
95	5	0	0		88	11	0	0	
67	29	5	0		66	22	11	0	
62	33	0	5		22	50	27	0	
95	5	0	0		100	0	0	0	
62	38	0	0		23	69	7	0	
57	29	0	0	14	50	50	0	0	
62	29	0	0	10	70	29	0	0	

APPENDIX D

LIST OF PARTICIPANTS

JOINT LEADERSHIP TRAINING CONFERENCE
University of Montevallo
July 30 - August 1, 1974

I. DISTRIBUTIVE EDUCATION CLUBS OF AMERICA

Bonnie H. Miller
607 Hillcrest Drive
Talladega, Alabama 35160

Carl M. Howard
607 St. 12th Street
Gadsden High School
Gadsden, Alabama 35900

Virginia Reid
General Delivery
Bellwood, Alabama 36313

John Blackwell
P. O. Box 730
Russellville High School
Russellville, Alabama 35653

William L. Battle, Sr.
1480 Rochester Avenue
Columbus, Georgia 31903

Ann Dobbs
P. O. Box 267
Haleyville, Alabama 35565

Debbie Odom, Secretary
1706 W. Meade
Decatur, Alabama 35601

Gloria McGowan, Treasurer
300 S. Appletree
Dothan, Alabama 36301

Jerry F. Pippin, Historian
886 Oakview Avenue
Gadsden, Alabama 35900

Queen E. Eakins
2702 6th Avenue, North
Birmingham, Alabama 35200

Ben Moore, President
Route 3, Box 175
Haleyville, Alabama 35565

William Spears
3109 Deerfield
Huntsville, Alabama 35800

Paula Williams, Vice President
3808 Autumdale Drive
Mobile, Alabama 36600

John Stevenson
120 South Kirkman Street
Florence, Alabama 35630

Jack Barnes
927 Temple Avenue N.
Fayette, Alabama 35555

Kathy Harbin, Reporter
Route 3, Box 10A
Nauvoo, Alabama 35578

Cathy Wright
434 N. Orange Street
Eufaula, Alabama 36027

Patti Hendrix
535 Swan Drive
Midfield, Alabama 35228

Scott Cole
3506 Foxball Drive
Montgomery, Alabama 36100

Fred Wright
3109 Grishilde Drive
Mobile, Alabama 36600

Charles Phillip Smith
Austin High School
Danville Road, S. W.
Decatur, Alabama 35601

Ernest Hughston
Talladega, Alabama 35160

Gene Callahan, State DECA Advisor
Room 811, State Office Building
Montgomery, Alabama 36104

II. VOCATIONAL INDUSTRIAL CLUBS OF AMERICA

State Officers

Larry Brasher, President
Route 3
Fayette, Alabama 35555
Phone: 932-6653

Cedric Hughes, Vice-President
147 Willowood Street
Sylacauga, Alabama 35150
Phone: 245-7652

Pamela Richardson, Secretary
1824 Legrand Street
Selma, Alabama 36701
Phone: 874-8785

Cathy Jennings, Treasurer
505 12th Street
Birmingham, Alabama 35217
Phone: 841-7987

Ted Sharp, Reporter
2018 Lee High Drive
Huntsville, Alabama 35811
Phone: 536-0957

Steve Logue, Parliamentarian
517 Santo Lina
Dothan, Alabama 36301
Phone: 794-5886

District Presidents

Sam Springer, President
District I VICA
520 N. Cherry
Florence, Alabama 35630
c/o Charles J. Springer

Ken Chandler, President
District II VICA
Huntsville High School
Huntsville, Alabama 35811
c/o Dalton Tunstill

Steven Graves, President
District III VICA
Fayette County High School
Fayette, Alabama 35555
c/o Jerry Lindsey

Jeffrey Scroggins, President
District V VICA
3609 7th Court Wylane
Birmingham, Alabama 35224
c/o Arthur Brown

Donna Bleier, President
District VI VICA
Lanett High School
Lanett, Alabama 36863
c/o Larry Sorrell

Shelagh Daniels, President
District VII VICA
Robertsdale AVC
Robertsdale, Alabama 35676
c/o Reginald Van Iderstine

Charlotte Willis, President
District VIII VICA
1000 East Lee Street
Enterprise, Alabama 36330

Harold Kirkpatrick
c/o Bessemer State Technical College
Post Office Box 308
Bessemer, Alabama 35020

National VICA Officers

Gwen McCormick, National Secretary
3806 First Court East
Tuscaloosa, Alabama 35401
Phone: 345-1281

Charles Davis, Region III V. President
221 Whetstone Avenue
Sylacauga, Alabama 35150
Phone: 249-0844

Conference Planner

Kathy Gano, President
Route 3, Box 265
Enterprise, Alabama 36330

Adult Advisors

Jerry Lindsey, VICA Advisor
Fayette County High School
612 Bagwell Street
Fayette, Alabama 35555
(State President's Advisor)

Robert Oliver, VICA Advisor
George W. Carver High School
2001 West Fairview Avenue
Montgomery, Alabama 36108
(Advisory Board Member)

Becky Cammack, VICA Advisor
Tuscaloosa AVC
1300 37th Street East
Tuscaloosa, Alabama 35401
(National Secretary's Advisor)

Don Allison, VICA Advisor
Madison County AVC
6009 Edwin Jones Street
Huntsville, Alabama 35811
(State Reporter's Advisor)

Thomas Moss, VICA Advisor
Selma High School
1610 Union Street
Selma, Alabama 36701
(State Secretary's Advisor)

State Advisor and Director

J. C. Lindley, State VICA Advisor
Room 822, State Office Building
Montgomery, Alabama 36104

Randall Peacock, State VICA Director
Room 822, State Office Building
Montgomery, Alabama 36104

Charlie Hayden, Asst. State VICA Director
Tuskegee Institute
Drawer GGG
Tuskegee Institute, Alabama 36088

III. FUTURE FARMERS OF AMERICA

Paul Stanfield, President
Route 3, Box 108B
Clanton, Alabama 35045

Hamp Tew, Treasurer
Route 1, Box 11B
Florala, Alabama 36442

Eddie Blizzard, 1st Vice President
Route 1
Hollywood, Alabama 35752

John P. Summerford, Secretary
P. O. Box 310
Falkville, Alabama 35622

Danny Williamson, 2nd Vice President
120 1/2 Harold Street
East Brewton, Alabama 36426

George E. Cargile, Sentinel
P. O. Box 44
Millport, Alabama 35576

Ric Payson, Reporter
Box 116
Millbrook, Alabama 36054

Gary Mitchell
Route 2, #206-B
Sylacauga, Alabama 35150

Mac Wayne Donnell
General Delivery
Bellwood, Alabama 36313

Mark Wayne Spry
Route 3
Rogersville, Alabama 35652

Elton Bouldin
Route 2
Boaz, Alabama 35957

Gordon Anderson
Route 6, Box 47
Scottsboro, Alabama 35768

Phillip M. Ellis
W. S. Neal High School
East Brewton, Alabama 36426

Stanley McAdams
Millport, Alabama 35576

Wallace F. Rasberry
200 E. 5th Avenue
Florala, Alabama 36442

William J. Holland
Route 2, Box 397
Millbrook, Alabama 36054

Howard Payne
Route 1
Scottsboro, Alabama 35768

Douglas Burkhalter
Route 2, Box 437
Millbrook, Alabama 36054

Chester Lewis
Route 1, Box 291
Citronelle, Alabama 36522

Mark Hall
Route 2, Box 390
Toney, Alabama 35773

David Adams
Route 3
Brewton, Alabama 36426

C. W. Reed, FFA Executive Secretary
State Office Building
Montgomery, Alabama 36104

H. W. Green, State Agribusiness Supervisor
State Office Building
Montgomery, Alabama 36104

IV. FUTURE HOMEMAKERS OF AMERICA

Miss Lisa Fuller
1224 0 9th Avenue, S. W.
Childersburg, Alabama 35044

Miss Joan Morris
Route 2, Samuel Avenue
Opp, Alabama 36467

Miss Zilpha Wiley
Route 2
Danville, Alabama 35619

Miss Rhonda McGee
Route 2
Fyffe, Alabama 35971

Miss Lenora Hannah
Route 1
Brookwood, Alabama 35444

Miss Sharon Levesque
P. O. Box 118
Childersburg, Alabama 35044

Miss Susan Bell
1306 Liberty Lane
Thomasville, Alabama 36784

Miss Sandra Anderson
Route 2, Barnes Street
Opp , Alabama 36467

Miss Jan Armour
Route 1, Box 385
Brookw ood, Alabama 35444

Miss Cindy Hammonds
Box 126
Fyffe, Alabama 35971

Mrs. Patricia Shewbart
Route 2
Danville, Alabama 35619

Miss Jan Cook
P. O. Box 27
Dozier, Alabama 36028

Miss Victoria Pope
Box 247
Castleberry, Alabama 36432

Miss Mary Moorer
Star Toute 100
Minter, Alabama 36761

Mrs. Rae M. Boswell
301 Alabama Avenue
Thomasville, Alabama 36784

Mrs. Nedine H. Shipp
Route 2, Box 361
Rainsville, Alabama 35986

Miss Lynn Limbaugh
Route 1, Box 221
Sylacauga, Alabama 35150

V. FUTURE BUSINESS LEADERS OF AMERICA

Aaron Acker, Past President 1973-74
Route 1
Ohatchee, Alabama 36271

Denise Holland, President 1974-75
Route 3, Box 134
Enterprise, Alabama 36330

Rene White, District I Vice President
Route 5, Box 338
Hanceville, Alabama 35077

Bill Miller, District II Vice President
Route 1, Box 38C-1
Ohatchee, Alabama 36271

Marsha Bishop, District III Vice President
Route 1, Box 73
Fairhope, Alabama 36532

Steve Guthrie, District IV Vice President
15 Luker Circle
Selma, Alabama 36701

Vanessa Foster, Secretary
Route 1
Grant, Alabama 35747

Steve Stott, Treasurer
200 - 28th Place
Haleyville, Alabama 35565

Charlene Kennedy, Reporter
Route 7, Box 215
Oxford, Alabama 36201

Beth Taylor
P. O. Box 115
Lineville, Alabama 36266

Dee Dee Keahey
Route 1, Box 289
Montgomery, Alabama 36100

Susan King
S. R. Butler High School
Huntsville, Alabama 35810

Ann Blocker
S. R. Butler High School
Huntsville, Alabama 35810

Nannie R. Booth, Advisor
3608 Reynolds Circle, N. W.
Huntsville, Alabama 35810

Eugenia B. Simpson, Advisor
832 McCary Street, S. W.
Birmingham, Alabama 35211

Beuna Snellgrove, Advisor
Enterprise High School
Watts Avenue
Enterprise, Alabama 36330

Phi Beta Lambda

Sidney Pugh, President 1974-75
Route 4, Box 98
Grand Bay, Alabama 36541

Marilyn Bumpus, Secretary
1014 Miss Annie's Drive
Jacksonville, Alabama 36265

Barry Blount, Treasurer
Route 2, Box 32-A
Jacksonville, Alabama 36265

Sandra Yelverton, State Chairman
State Office Building
Montgomery, Alabama 36104

Anita Strickland, Executive Secretary
State Office Building
Montgomery, Alabama 36104

VI. HEALTH OCCUPATIONS EDUCATION

Linda Peacock
Route 2, Box 263
Enterprise, Alabama 35330

Cathy L. Wade
Route 3, Box 305
Talladega, Alabama 35160

Sherry Ann Fain
605 17th Street
Talladega, Alabama 35160

Trena Stimpson
Leesburg, Alabama 35983

Regenia Johnson
Box 411
Centre, Alabama 35960

Cheryl Myer
Route 6
Fort Payne, Alabama 35967

Mary R. Griffin
3810 65th Avenue
Tuscaloosa, Alabama 35410

Jimmy Jimmerson
101 Sunset Street
Centre, Alabama 35960

Peggy Waldrop
104 Candy Drive
Enterprise, Alabama 36330

Andrea Scroggins
432 N. Court Street
Talladega, Alabama 35160

Gloria D. Hill
Lawson State Community College
2915 Wilson Road
Birmingham, Alabama 35200

V. Divine Bauer, State Supervisor
Health Occupations Education
State Office Building
Montgoemry, Alabama 36104

Billie Ashmore, Asst. State Supervisor
Health Occupations Education
State Office Building
Montgomery, Alabama 36104

VII. CONSULTANTS

Charles Dygert
Ohio VICA Director
65 S. Front Street, Room 610
Columbus, Ohio 43215

Steve Barrett
DECA Southern Region Vice-President
1019 11th Avenue
Laurel, Mississippi 39440

Mrs. Mildred Piel
1434 S. Perry Street
Montgomery, Alabama 36104

Jerry Batts
555 South McDonough Street
Apt. 12-B
Montgomery, Alabama 36104

Doris P. Flora
942 30th Avenue, East
Tuscaloosa, Alabama 35401

Charles McCay
P. O. Box 11000
Montgomery, Alabama 36111

Dr. Bill Cook
Auburn University at Montgomery
Asst. Vice-President for Development
Montgomery, Alabama 36100

Miss Pam Powell
President's Advisor to Youth
The White House
Washington, D. C. 20000